

PERFORMANCE REPORT

ACCOMPLISHMENTS FOR 1991-1992  
SUBMITTED TO THE BOARD OF DIRECTORS  
JUNE 4, 1992  
HILDA ROSARIO  
EXECUTIVE DIRECTOR

## INTRODUCTION

This report has been guided by the following (please see memorandum from Margaret Rosario Rivera to me on page 10):

1. Summarize major goals and objectives
  - include budget and fundraising results
  - visibility and advocacy results
2. Describe the results achieved; when appropriate measure impact whether positive or negative;
3. Goals and objectives not met, taking into account any reasons that affected the attainment of goals and objectives
4. Describe other special efforts and results

## SUMMARY

ASPIRA, Inc. of New Jersey had an excellent year fiscally, programmatically, and in its ability to purchase the building we had leased with the option to buy. The role I played in these was in planning, coordinating, and implementing the goals and objectives of the Agency on a day-to-day-basis.

I feel very good about the accomplishment for this year for several reasons. ASPIRA continues to be recognized as a strong organization in the Hispanic community and called upon when there is a need to discuss issues of education as these relate to Hispanic youngsters and parents. For example, when I was called by Steve Adubato regarding the panel on "Caucus: New Jersey," he indicated to me that ASPIRA was highly recommended to him as an organization that had model programs that work with youngsters and parents. Another example is the booklet put together by the Association for Children of New Jersey in which ASPIRA is one of the model programs identified by that organization.

ASPIRA continues to play an important and viable role in the education of our young people. ASPIRA is recognized as the only community-based organization in the state of New Jersey which provides counseling and leadership development services to Hispanic youngsters. There are other community-based organizations in the state, but these are multiservice and provide limited services to youngsters. In some instances, such as in Pyne Poynt Middle School in Camden, ASPIRA the only organization providing service to Hispanic students outside of the school itself.

ASPIRA's Dance Troupe receives many requests to perform at both educational and cultural events. For example, the Dance Troupe has performed at the Newark Museum and at the Garden Arts Center for two consecutive years in a row.

ACCOMPLISHMENTS FOR 1991-1992  
SUMMARIZE MAJOR GOALS AND OBJECTIVES

Fundraising

The outcomes of the fundraising efforts can be seen in the following table. At a time when other agencies are suffering financially, ASPIRA increased its revenue by \$273,110 (\$80,751 programs, \$11,989 general operating, and \$180,370 capital campaign).

COMPARISON OF INCOME AND EXPENSES FOR FY 90, FY 91 AND FY 92

	INCOME	EXPENSES
	FY 90	
Programs	\$584,362	\$498,465
G.O.	238,794	262,220
TOTAL	<u>\$823,156</u>	<u>\$760,685</u>
	FY 91	
Programs	\$579,059	\$498,500
G.O.	245,617	262,200
TOTAL	<u>\$824,676</u>	<u>\$760,700</u>
	FY 92	
Programs	\$659,810	\$618,800
G.O.	437,976	275,600
TOTAL	<u>\$1,097,786</u>	<u>\$894,400</u>

Although the fiscal year began with the concern that funding for the implementation of programs for the year would be in jeopardy, the most important accomplishment for this year was getting the Talent Search Program funded. This program ensures the fiscal stability of the Camden County Center for at least three years. I anticipate that for the next three years we will receive \$520,000 for the delivery of service at that office.

Impact: The impact of the Talent Search Program can be quantified through the number of students which we anticipate servicing through the program and the number of staff we will have hired during these three years. For example, the number of staff in the Camden County Center has increased from three (3) to eight (8) full time professional staff. In addition, we now have a full time secretary and four tutors. As a result, the number of students serviced by the Camden Office will be, at least, twice the number we serviced last year.

In addition to having increased the number of schools being serviced to four (from three), we have two counselors working at each school. We now have one Talent Search Counselor and one Leadership Development Counselor working out of each school.

Camden City is a poor community which has a high percentage of Puerto Ricans. Through an increase in the delivery of service to this community, ASPIRA has increased its visibility in a community which desperately needs our services. Expanding our services in Camden responds to a concern the Board of Directors identified last year regarding the ratio of Puerto Ricans being serviced by ASPIRA. Our goal, to provide service to communities with a high concentration of Puerto Ricans, has been addressed in a most appropriate manner. For example, 80% of the students in the Camden County caseload are Puerto Rican.

#### New Sources of Revenue

##### Programs and General Operating

-Donald McDonald	\$ 3,000 (G.O.)
-Department of Education	150,000 (Talent Search Program)
-The Standard Brands Charitable	3,000 (G.O.)
-SONY Corporation	750 (G.O.)
-Borden Foundation	9,000 (Hispanic Males Program)
-Broad National Bank	150 (G.O.)
-Lenox	500 (G.O.)

##### Capital Campaign

-Van Houten Charitable Trust	\$ 36,000
-E.J. Grassmann Trust	6,000

The success of ASPIRA's fundraising accomplishments has been a team effort. I have been able to maintain an excellent working relationship with the Board of Directors and the staff. This team effort has been instrumental in maintaining the stability of the Agency and the positive perception the community has of it.

The development office was able to work quite well regardless of changes in staff due to the effective organization in the office. For example, there is a timeline which is followed monthly

indicating what has to be done and by what date. In addition, a "Fall" and "Winter" appeal has been created. In October and January, each year, fundraising is conducted with a "generic" proposal which is developed. In six months, follow-up is conducted inquiring about those applications from which we have not heard. Thank you letters (for those who fund us and those who do not) are mailed-out within a week after the notice is received.

The membership drive was conducted very effectively this year. This responsibility has been given to a secretary who mails the membership forms and the thank you letters. These are done in the September of each year, with follow-up conducted three times each month thereafter. As a result, we have increased our membership funds as follows:

FY 1990: \$4,560  
 FY 1991: \$5,685  
 FY 1992: \$6,850

#### Implementation of Programs

During the Board's Retreat in July 1991, two areas of concern were identified which needed to be addressed by staff. These were: (1) Number of Puerto Ricans in the caseload; (2) The number of males in the caseload. The following section will identify the area of concern and how the staff have responded to the concern.

The staff made a serious effort to increase the percentage of Puerto Ricans and males in the caseload. The results of this effort can be seen in the following table:

AGENCY CASELOAD OVERVIEW  
 (May 1991 compared to May 1992)

	FY 91	FY 92
Students in the Caseload:	1715	1757
Number of Puerto Ricans:	1050 (61%)	1201 (68%)
Number of Non-Puerto Ricans:	665 (39%)	556 (32%)
Number of Males:	643 (37%)	713 (41%)
Number of Females:	1050 (63%)	1044 (59%)

Of particular concern has been our work with our male population. Therefore, I designed a program (which got funded) to work with Hispanic males in the middle school (eighth graders). The Hispanic Males Program seeks to work closely with teachers, parents and students in an effort to keep these young men in school. The program, which has been implemented at Luis Munoz Marin Middle School, includes group sessions to discuss issues of

concern to students, and high school and career choices. In addition, the program will include an intramural sports program and a retreat during the summer. Follow-up will take place in September to ensure that students register in a high school. Our goal is to keep these young men in school. If successful, the program can be replicated in our other centers.

Arrangements have been made with St. Columba Neighborhood to have our students participate in sports with their summer baseball league.

The first meeting we had with the parents was very good. The parents requested more meetings to get help with their children with school and home issues.

More cultural activities were implemented at the local level to involve the Puerto Rican students in our programs. For example, in Camden, students were taken to El Taller Puertorriqueño several times.

#### Visibility and Advocacy Results

As the Executive Director of ASPIRA I have also played an important role outside of the Agency. I made a strong effort to represent the Agency in those areas where visibility and advocacy would be the end result, specifically in those areas closely related to ASPIRA's mission. For example, the Council for the Education of Language Minority Students, which is being chaired by Dr. Fenster (President of NJIT), is developing a document which will be submitted to the Chancellor of Higher Education with recommendations. These recommendations will give direction for the improvement of programs for college students who are of limited English proficiency.

As a member of the Hispanic Task Force for Essex County, I was instrumental in ensuring that more Latino judges were appointed. The committee interviewed candidates and recommended the three judges who were appointed. Of particular interest, is Judge Hector De Soto because he is in Newark.

The Mayor's Task Force will hopefully be a significant entity in the city of Newark. It is anticipated that we will be able to bring the issues and concerns of the Hispanic community to the attention of the Mayor. As a representative of ASPIRA, in this Task Force, I anticipate having an impact on the quality of educational programs our students receive.

Hispanos Unidos is composed of community members who are concerned with the lack of appointments and Latino elected officials who are in key political positions in the state of New Jersey, more specifically the city of Newark.

As a result of attending a workshop sponsored by the Support Center of New Jersey, I met Mark Murphy, Executive Director of the

Fund for New Jersey. I will be submitting a proposal for our Hispanic Males Conference which may be funded by the Fund.

The following list identifies committees, presentations and training/conferences attended, and recognitions received:

#### Committees

- Research and Advisory Council, PSE&G
- Council on Education for Development/Hudson County, Jersey City State College
- Council for the Education of Language Minority Students
- Human Services Advisory Council
- Hispanic Task Force for Essex County
- Mayor's Task Force of Hispanic Issues
- Hispanos Unidos

#### Presentations

- Association for Children of New Jersey, "Beyond the Bake Sale," October, 1991
- Caucus: New Jersey on "Making the Grade: Education That Works", April 1992
- Channel 41 on ASPIRA, November 1991

#### Training/Conferences Attended

- Puerto Rican Congress Convention, October 1991
- Dodge Foundation Conference, October 1991
- The League of Women Voters Conference, November 1991
- National Puerto Rican Coalition Conference, November 1991
- Hispanic Association for Higher Education, February 1992
- Talent Search Training Program in Tennessee, February 12-16, 1992
- Congressional Seminar in Washington D.C., March 8-10, 1992
- HCEOA Conference in Washington D.C., April 20-24, 1992
- AEEA Conference in Puerto Rico, May 4-6, 1992
- Workshops (five) sponsored by the Support Center of New Jersey, Fall, 1991
- Leadership New Jersey Program, January-December, 1992
- SAEOPP Basic Skills Training Program in Puerto Rico, May 1-4, 1992

#### Recognitions

- Presented to ASPIRA "In Recognition of its Commitment to Education by Inspiring New Leadership," Hispanic Bar Association of New Jersey, March 1992
- Presented to Hilda Rosario "For Your Contributions and Leadership in the Field of Non-Profit Sector," by The Hispanic Women's Task Force of New Jersey, October 1991



## GOALS AND OBJECTIVES NOT MET

During the last two years, the development office has had its difficulties. Since I began my employment with ASPIRA almost four years in July 1992, there have been four individuals in the development office. Blanca Facundo began as Director of Development in October 1989 and left in January 1990. She and Denise Byrne worked as part-time consultants until January 1991. (Denise Byrne continued on a part-time basis working on the capital campaign.) Itala Mansilla began as Development Officer in April 1991 and was terminated in January 1991, at which time Linda Santiago was hired.

During these months a great deal of my time has been spent "training" staff to be able to carry-out the work of that office. In some instance, I myself did the proposal writing and follow-up.

Even under this strain, the development office was able to raise funds for programs, general operating and the capital campaign. In addition, other proposals were written which were not funded. Examples of proposals submitted but not funded are as follows:

-Children's Trust Fund:	\$47,913
-Broadway Bank and Trust Co.:	\$ 700
-Habisco Brands, Inc.:	\$ 3,500
-American Re-Insurance:	\$ 5,000
-DPS:	\$50,000
-Capital Campaign requests	

The goals and objectives not met this year are those specifically related to exploring the possibility of creating an alternative high school and a pre-school educational program. We have submitted a grant application to expand our cultural awareness program, but it has not been funded as of yet.

I was not able to accomplish these objectives due to the difficulties indicated earlier. The changes in the development office did not allow me to have the "free" time necessary to research the new ventures proposed by the Board of Directors.

Two other objectives which were not accomplished were the development of the Alumni Association and the self-study. Both of these were impacted by decisions made at the ASPIRA National Office. During this year, the National Office worked toward the development of a national agenda for a "National Alumni Association". During the year, it seemed appropriate to work closely with the National Office to develop this endeavor, particularly with the lack of staff in the development office. The self-study was impacted by the decision made by Janice Petrovich, Executive Director of the National Office, to pursue the same endeavor with ETS for all the Associates.

## OTHER SPECIAL EFFORTS AND RESULTS

### ASPIRA's Annual Luncheon

Our Annual Luncheon has been very successful during the last three years. This year, the luncheon was successful in its fundraising efforts and the visibility ASPIRA got from the attendance. The success of the program was due primarily to the following:

- We had two sponsoring corporations. Both PSE&G and Prudential had a great deal of interest in the luncheon which ensured that we had their full participation during the day of the event.

- Our effort to increase our mailing list over the year paid off. The quality of attendance and the variety of individuals helped ASPIRA look very good.

- The network I have been able to establish and the relationships I have been able to maintain with the corporate, educational and business community.

- The luncheon was well organized and presented. We had a beautiful journal and the students' performance was very well received.

Impact: The number of tables sold this year increased to 42 from 35. I continue to receive phone calls from individuals who attended the luncheon and were impressed by it. ASPIRA's luncheon is its most important public relations activity. By implementing a successful program we stand to gain in many ways, particularly in our ability to fundraise effectively.

#### Revenue Raised by the Luncheon

FY 1991: \$32,766  
FY 1991: \$42,256  
FY 1992: \$47,000

#### Purchasing the Building

Raising the funds needed to purchase the building is another success. The final \$36,000 funds needed to have the closing were obtained on the same day of the closing. I was able to make this happen as a result of meetings I held at First Fidelity.

Impact: ASPIRA now can consider expanding programs and services. In addition, the revenues from the leases help ASPIRA to strengthen its economic stability.

Managing the building, since it was purchased in September 1991, has been a natural responsibility for me. I have responded to the needs of tenants, developed and monitored the Endowment Foundation budget, submitted capital campaign proposals, handled legal details and have been involved in meetings.

May 17, 1992

Hilda:

In preparation for your performance evaluation, please ensure that your document includes the following:

- o Summarize major goals and objectives
  - include budget and fundraising results
  - visibility and advocacy results
- o Describe the results achieved; when appropriate measure impact whether positive or negative
- o Goals and objectives not met, taking into account any reasons that affected the attainment of goals and objectives
- o Describe other special efforts and results

Should you have any questions, feel free to call Elvin or myself.

*Margue*

Margaret Rosario Rivera

cc: Elvin Crespo

ASPIRA, INC. OF NEW JERSEY  
1993 BUDGET

	1992 <u>ACTUAL</u>	1993 <u>BUDGET</u>	<u>VARIANCE</u>
INCOME			
Programs	659,810	687,719	27,909
General Fund	437,976	640,376	202,400
TOTAL INCOME	<u>1097,786</u>	<u>1328,095</u>	<u>230,309</u>

EXPENSES			
Programs	618,826	687,719	68,893
General Fund	275,616	304,405	28,789
TOTAL EXPENSES	<u>894,442</u>	<u>992,124</u>	<u>97,682</u>
NET RESULTS	<u>203,344</u>	<u>335,971</u>	<u>132,627</u>

<u>COMPARISON BY GROUP</u>	<u>1992</u>	<u>1993</u>	
PROGRAMS			
Income	659,810	687,719	27,909
Expenses	618,826	687,719	68,893
NET	<u>40,984</u>	<u>-</u>	<u>40,984</u>
GENERAL FUND			
Income	437,976	640,376	202,400
Expenses	275,616	304,405	28,789
NET	<u>162,360</u>	<u>335,971</u>	<u>173,611</u>

Primarily due to Capital Campaign, this income will be discussed with Roger to determine into which finance statement it properly belongs. The Budget for the Endowment is presented with rent and utilities as a basis for the income.

The expense budget is based on 12 full months of operations-Out experience tells us that it is approximately 10-11 months-(actual).

PROGRAMS INCOME

1993

PROGRAMS	PERIOD	ACTUAL	PROJECTED	
		1991	1992	1993
12 - PHS ESSEX	NOV-OCT	26,411	26,411	26,411
13 - PHS JERSEY CITY	NOV-OCT	16,597	16,597	16,597
14 - ICMD	SEPT-AUG	10,200	-	-
7 - APPLE	SEPT-JUNE	16,500	16,700	16,700
8 - PSM	MAR-FEB	7,075	-	-
3 - IOPS	FEB-OCT	-	-	19,000
1 - PATERSON DCA	JULY-JUNE	31,500	31,500	31,500
PATERSON-DCD	JULY-JUNE	4,000	2,000	2,000
PATERSON-CSBD	OCT-SEPT	10,000	10,000	-
PATERSON DHR	JAN-DEC	15,000	15,000	15,000
51 - LTTE XX DCA/OYFS	JULY-JUNE	48,158	48,158	50,067
112 - PENNOM DCA	JULY-JUNE	50,000	50,000	50,000
BORDEN PRUDENTIAL	JULY-JUNE	10,000	7,500	7,500
141 - CAMDEN-FED.-TALENT SEARCH	SEP-AUG	-	150,000	170,000
COUNTY CAMDEN	JAN-DEC	22,048	22,048	22,048
-DCA	JULY-JUNE	50,000	50,000	50,000
-WILLIAM PENN	JAN-DEC	31,200	-	-
-CAMPBELL	JULY-JUNE	20,000	20,000	20,000
-SUBARU	JULY-JUNE	3,000	3,000	-
150 - INDIAN MATH/SC.	SEPT-AUG	30,000	30,000	30,000
53 - TUPRELL-EAR.INT.	FEB-JAN	30,000	30,000	30,000
156 - MFRCK-SCHOLARSHIP	JAN-DEC	15,000	15,000	15,000
160 - NEWARK BLOCK GRANT	FEB-JAN	50,000	50,000	50,000
170 - UNITED WAY-SUPP.EDC.	JAN-DEC	40,450	32,000	32,000
220 - UNITED WAY SOCIAL SERV.	JAN-DEC	41,920	33,896	33,896
TOTAL		579,059	659,810	687,719

# GENERAL OPERATING INCOME

1993

ACCOUNTS	SCHEDULE	ACTUAL		PROJECTED	
		1991	1992	1993	
1200 FOUNDATIONS - - - - -	A	\$ 78,400	\$ 122,600	\$ 127,600	
1300 CORPORATIONS - - - - -	B	38,125	28,475	49,925	
1700 INTEREST - - - - -	C	6,954	3,854	4,000	
1755 COUNTY OF ESSEX - - - - -	D	10,000	5,000	5,000	
1805 SCHOLARSHIP - - - - -	E	10,000	5,000	5,000	
1809 - INDIRECT COST - - - - -	F	4,061	9,780	9,800	
1900 MISCELLANEOUS - - - - -	G	320	48	100	
ACTIVITIES/FUNDRAISING					
1750 FL CLARIN - - - - -	H	4,055	7,050	9,055	
1650 - LUNCHEON GUEST FEES - - - - -	I	21,400	38,830	38,830	
1655 LUNCHEON - JOURNAL - - - - -	J	14,625	16,275	19,275	
1815 CAPITAL CAMPAIGN - - - - -	K	57,677	180,370	278,791	
1820 JAZZ FESTIVAL SEPT. 91 - - - - -	L		20,694	-	
1800 OTHERS 1993 - - - - -	M		-	93,000	
TOTAL		\$ 245,617	\$ 437,976	\$ 640,376	

## 1200 - FOUNDATIONS

1993

ACCOUNT	NO.	ACTUAL		PROJECTED	
		1991	1992	1993	
PORTA FOUNDATION - - - - -	1000	60,000	60,000	60,000	
PRUDENTIAL FOUNDATION - - - - -	1001		42,000	45,000	
ALL STATE FOUNDATION - - - - -	1002		5,000	5,000	
M. SEPH SEAPRANS - - - - -	1003	5,000	5,000	5,000	
ALLIED-SIGNAL - - - - -	1004	4,000	4,000	4,000	
ARMER LAMBERT - - - - -	1005	3,000	3,000	3,000	
APRIL LYNCH FOUND - - - - -	1006	3,000	2,000	2,000	
EDDY CORP. FOUND. - - - - -	1007		750	1,000	
POXILLIUS FUND - - - - -			500	500	
MAX & DORA COOPER FOUND - - - - -			350	400	
DON MIGUEL SCHOLARSHIP - - - - -		1,700	-	-0-	
FRIM-FOSTER - - - - -		1,000	-	1,000	
AT P MONROE MEM. TRUST - - - - -		500		500	
JAMES RENDALL - - - - -		200		200	
TOTAL		78,400	122,600	127,600	

**ACTUAL EXPENSES COMPARISON**  
1991 - 1992

	PROGRAMS				GENERAL OPERATING FUND			
	1991	1992	CHANGE		1991	1992	CHANGE	
			AMOUNT	%			AMOUNT	%
Salaries	307,900	380,000	72,100	24	89,500	103,700	14,200	16
Fringe Benefits	60,400	83,100	22,700	38	16,000	20,600	4,600	29
Post Activities	43,100	43,000	( 100)	-	41,000	39,800	(1,200)	( 3)
Office Supplies	20,800	31,200	10,400	50	32,000	39,500	7,500	24
Activities	26,300	32,500	6,200	24	26,600	40,800	14,200	54
Professional Services	35,900	36,200	300	-	55,300	30,800	(24,500)	(45)
Other	6,100	12,800	8,700	213	1,800	400	(1,400)	(78)
TOTAL	498,500	618,800	120,300	24	262,200	275,600	13,400	6



Aspiria, Inc. of New Jersey  
 Grants & Contributions Fiscal Years 1990 - 1991 - 1992

FY 1990  
 (ENDS 6/30)

FY 1991  
 (ENDS 6/30)

FY 1992  
 (ENDS 6/30)

FOUNDATIONS

STAFF FOUNDATION	\$2,500.00	\$2,500.00	\$5,000.00
TON, DICKINSON	\$3,000.00	\$3,000.00	0-
RY OWEN BORDEN FOUNDATION	\$12,500.00	\$10,000.00	\$7,500.00
MPRELI SOUP FUND.	\$20,000.00	\$20,000.00	\$20,000.00
LUXE CHECK PRINTERS FUND.	\$2,000.00	-0-	-0-
& HORA COOPER FAMILY	\$100.00	\$100.00	\$200.00
ALDINE R. DODGE FOUND.	\$25,000.00	\$30,000.00	\$30,000.00
ED FOUNDATION	\$16,500.00	\$16,500.00	\$16,700.00
IGHTON & CARIN LAUGHLIN	\$200.00	\$200.00	-0-
CK COMPANY FOUNDATION	\$15,000.00	\$15,000.00	-0-
E R. MONROE MEMORIAL FOUND.	\$500.00	\$500.00	-0-
EPH F. SEAGRAM & SONS, INC.	\$5,000.00	\$5,000.00	\$5,000.00
ONAL STARCH AND CHEMICAL	\$1,500.00	\$1,500.00	-0-
LIAM PENN FOUNDATION	\$50,000.00	-0-	-0-
Y MEMORIAL FOUNDATION	\$15,000.00	0-	-0-
IDENTIAL FOUNDATION	\$40,000.00	\$40,000.00	\$42,000.00
ITICUS FUND	\$500.00	\$500.00	\$500.00
BARU OF AMERICA FOUND.	\$2,000.00	\$3,000.00	\$2,000.00
REL FUND	\$33,000.00	\$30,000.00	\$30,000.00
TORIA FOUNDATION	\$50,000.00	\$60,000.00	\$60,000.00
RGF OHL FOUNDATION	-0-	0-	-0-
NAID McDONALD CHILDREN'S	-0-	-0-	\$3,000.00 *
IF STANDARD BRANDS CHARITABLE	-0-	-0-	\$3,000.00 *
TOTAL	\$294,300.00	\$237,800.00	\$224,900.00

COMMUNITY FUNDS

GITFD WAY	\$80,361.00	\$82,370.00	\$65,886.00
INDIVIDUAL/DONOR	\$4,560.00	\$5,685.00	\$6,850.00
SPECIAL EVENTS			
Annual Luncheon	\$32,766.00	\$42,256.00	\$47,000.00
Alumni Dance	\$9,465.00	-0-	-0-
Cruise	\$10,750.00	-0-	-0-
Banquet	-0-	-0-	-0-
CAPITAL CAMPAIGN FUNDS			
Individual/Donor	0-	\$11,717.00	\$170.00
Corporations	0-	\$10,000.00	\$25,000.00
Foundations	-0-	\$5,000.00	\$172,000.00
Annual	0-	\$22,926.00	-0-
Concert	-0-	0-	\$17,119.00
TOTAL	\$137,902.00	\$179,954.00	\$334,035.00

DATE MAY 18, 1992

## CORPORATIONS

LIED SIGNAL, INC	\$4,000.00	\$4,000.00	-0-
HEUSER BUSCH	-0-	\$1,000.00	-0-
ST	\$8,000.00	\$2,500.00	-0-
LY'S PARK PLACE CASINO	\$500.00	-0-	-0-
IL COMMUNICATIONS RESEARCH	\$1,000.00	\$1,000.00	-0-
AD NATIONAL BANK	-0-	-0-	\$150.00 *
BURY COMPANY, INC.	\$1,000.00	\$2,000.00	-0-
RA-GEIGY	\$500.00	\$500.00	\$500.00
TY NATIONAL BANK	-0-	\$150.00	\$150.00
AM & FOSTER	\$500.00	\$1,000.00	-0-
NATIONAL TESTING SERVICES	\$1,000.00	\$1,000.00	\$1,000.00
WARDS & KELCEY	\$500.00	\$500.00	-0-
ST FIDELITY BANK	\$2,000.00	\$2,000.00	-0-
EFMANN LA ROCHE	\$5,500.00	\$5,000.00	\$5,000.00
WARD BANK	\$500.00	\$500.00	\$200.00
WEDICA	\$250.00	\$275.00	\$175.00
SEY CENTRAL POWER & LIGHT	\$250.00	\$250.00	\$250.00
INSON & JOHNSON	\$3,500.00	\$3,500.00	\$3,500.00
NOX	-0-	-0-	\$500.00 *
J. MACY & CO., INC. (NEW)	-0-	\$300.00	-0-
TSUSHITA ELECTRIC CORP.	-0-	\$1,000.00	\$1,000.00
PRYL LYNCH	\$2,000.00	\$3,000.00	\$2,000.00
PLANTIC NATIONAL BANK	\$2,000.00	\$2,000.00	-0-
DUAL BENEFIT LIFE	\$3,000.00	\$3,000.00	-0-
DISCO	\$2,000.00	\$3,000.00	-0-
NATIONAL WESTMINSTER BANK (NEW)	-0-	\$1,000.00	-0-
W JERSEY BELL	\$6,000.00	\$6,000.00	\$6,000.00
ELIC SERV. ELECTRIC & GAS	\$6,000.00	\$6,000.00	\$6,000.00
HOZ. INC.	\$500.00	\$2,000.00	\$2,000.00
NY CORPORATION	-0-	-0-	\$750.00 *
UIRB	\$1,000.00	\$1,000.00	\$1,000.00
PERMARKETS GEN. CORP.	\$750.00	\$750.00	\$1,000.00
PRER LAMBERT	\$3,000.00	\$3,000.00	\$3,000.00
WK	-0-	\$1,000.00	\$750.00
TOTAL	\$57,250.00	\$58,225.00	\$34,925.00

## FEDERAL/STATE/COUNTY

MDEN COUNTY	\$21,200.00	\$22,048.00	\$22,048.00
SEX COUNTY DISCRETIONARY	\$10,000.00	\$10,000.00	\$5,000.00
A/OFFICE OF HISPANIC AFFAIRS	\$35,000.00	\$31,500.00	\$31,500.00
WARK BLOCK GRANT	\$50,000.00	\$50,000.00	\$50,000.00
FILE XX/DYFS/DCA	\$47,058.00	\$47,058.00	\$49,141.00
PT. OF COMM. DEVELOPMENT	\$5,000.00	\$4,000.00	\$4,000.00
PT. OF HUMAN RESOURCES	\$15,000.00	\$15,000.00	\$15,000.00
A/TRENTON	-0-	\$50,000.00	\$50,000.00
A/CAMDEN	-0-	\$50,000.00	\$50,000.00
IS	\$61,440.00	\$43,008.00	\$43,008.00
IDP	\$10,200.00	\$10,200.00	-0-
A/CSRDG	-0-	\$10,000.00	-0-
IENT SEARCH PROGRAM	-0-	-0-	\$150,000.00 *
IDEN FOUNDATION	0-	0-	\$9,000.00 *
TOTAL	\$254,898.00	\$342,814.00	\$469,697.00
FEAL GRANTS & CONTRIBUTIONS	\$744,350.00	\$818,793.00	\$1,063,557.00

PLAT CAMPAIGN	COMMITTED	PENDING
MS PERREY FOUNDATION	-0-	0
OF & WATSON FOUNDATION	\$5,000.00	0-
OF (CHARLES) FOUNDATION	\$50,000.00	0-
OF	-0-	0
OF CHECK PRINTERS	-0-	0-
OF MOTOR COMPANY FUND	-0-	\$200,000.00
OF FOUNDATION	-0-	0-
OF PAULINE R. DOGDE FOUNDATION	-0-	0-
OF M. KIRBY FOUNDATION	-0-	\$100,000.00
OF FIDELITY FOUNDATION	\$30,000.00	0-
OF W. E. RIPPET FOUNDATION	-0-	\$50,000.00
OF FUND	-0-	0-
OF A. A. FRUEAUFF FOUND	-0-	0-
OF TORIA FOUNDATION	\$50,000.00	0-
OF FOUNDATION	0-	\$25,000.00
OF HEARST FOUNDATION	0-	0-
OF PROSPECT HILL FOUNDATION	0-	0-
OF BEN SNOW MEMORIAL TRUST	0-	0-
OF WILLIAM PENN FOUNDATION	0-	0-
OF SMITH CHARITABLE TRUST	0-	0-
OF LINGHOUSE FOUNDATION	0-	0-
OF FIDELITY FOUNDATION	0-	0-
OF FUND	\$25,000.00	0-
OF OF NEWARK	0-	0-
OF FLOR FOUNDATION	\$25,000.00	0-
OF VA	\$30,000.00	0-
OF REUSER BUSCH	0-	\$25,000.00
OF UAI BENEFIT	0-	\$10,000.00
OF HOUTEN CHARITABLE TRUSTEE	\$36,000.00 *	0-
OF FIDELITY	\$25,000.00	\$30,000.00
OF RSEY CENTRAL POWER & LIGHT	0-	\$10,000.00
OF NEW JERSEY BELL	\$30,000.00	0-
OF GRASSMANN TRUST	\$6,000.00 *	0-
TOTAL	\$312,000.00	\$450,000.00

NEW COMPANIES OR FOUNDATION

# ASPIRA AGENCY WIDE STATISTICS

## THREE YEAR COMPARISON

Table #1

### TOTAL SERVED

Students Served	1989-1990	1990-1991 as of 5/91	1991-1992 as of 5/92
ACTIVE CASELOAD	1615	1715	1757
NON-CASELOAD	1202	1617	1124
TOTAL	2817	3332	2881

Table #2

### GENDER

Gender Breakdown	1989-1990	1990-1991 as of 5/91	1991-1992 as of 5/92
Male	611(38%)	643(37%)	713(41%)
Female	1004(62%)	1050(63%)	1044(59%)
	1615	1715	1757

Table #3

## ETHNICITY

Ethnicity breakdown	1989-1990	1990-1991 as of 5/91	1991-1992 as of 5/92
ASIAN	7	15	counted other
BLACK	88	173	126
CUBAN	22	19	23
DOMINICAN	148	143	147
PUERTO RICANS	1006	1050	1201
OTHER HIS.	288	270	179
OTHERS	56	45	81
TOTAL	1615	1715	1757

Table #4

## BREAKDOWN PER CENTER-ACTIVE CASELOAD SERVED

Center	1989-1990	1990-1991 as of 5/91	1991-1992 as of 5/92
ESSEX	756	754	656*
PASSAIC	314	304	213**
HUDSON	110	91	119
MERCER	203	223	216
CAMDEN	232	343,	523 28***
TOTAL	1615	1715	1757

\* Essex County lost the Pew Health Careers Program a total of 74 students were serviced last year under this program. Also, the Academic Achievement Program (Newark Block Grant) recruitment goal was decreased to 85 from 120 (last year this program recruited 155 students)

\*\* The Paterson Talent Search Program's recruitment goal was decreased from 300 to 250

\*\*\* This number accounts for the unduplicated amount serviced through the Camden County Leadership Program.

AGENCY-WIDE STATISTICS: BREAKDOWN BY CENTER

Table 5  
ETHNICITY  
1989-1990

Ethnicity Breakdown	ESSEX	HUDSON	PASSAIC	MERCER	CAMDEN	
ASIAN	0	1	0	0	0	
BLACK	43	11	8	14	12	
CUBAN	0	0	0	0	0	
DOMINICAN	0	18	101	0	0	
PUERTO RICAN	498	44	111	167	195	
OTHER HISP.	194	30	80	12	23	
OTHERS	30	6	14	10	2	
TOTAL	756	110	314	203	232	[1615]

Table 6  
ETHNICITY  
1990-1991  
(as of 5/91)

Ethnicity Breakdown	ESSEX	HUDSON	PASSAIC	MERCER	CAMDEN	
ASIAN	5	4	1	2	3	
BLACK	106	1	3	43	20	
CUBAN	17	0	1	1	0	
DOMINICAN	28	17	90	1	7	
PUERTO RICAN	449	41	120	160	280	
OTHER HISP.	126	23	79	11	31	
OTHER	23	5	10	5	2	
TOTAL	754	91	304	223	343	[1715]

Table 7  
ETHNICITY  
1991-1992  
(as of 5/92)

Ethnicity Breakdown	ESSEX	HUDSON	PASSAIC	MERCER	CAMDEN
ASIAN	counted under other				
BLACK	36	9	0	31	46+ 4
CUBAN	18	2	0	0	3
DOMINICAN	37	25	62	4	19
PUERTO RICAN	449	50	99	162	420+21
OTHER HISP.	74	21	44	8	30+ 2
OTHERS	42	12	8	13	5+ 1
TOTAL	656	119	213	218	523+28 [1757]

RECEIVED MAY 21 1992

May 6, 1992

# CAUCUS: NEW JERSEY

Dear Conference Participant:

Thank you for your participation in our recent conference on "MAKING THE GRADE: Education That Works" at PSE&G headquarters in Newark. Response to the conference has been enthusiastic, and much of the credit goes to people like you who committed time and interest to this event.

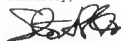
As we indicated at the conference, we see this as the beginning of a collaboration to help serve the goal of educational improvement in the state. We hope to call on you in the future as we produce the programs in our "MAKING THE GRADE" series. In addition, we appreciate your assistance in providing vital information for the "resource guides" that will be available to our audience with each of the programs in this series.

For your information, we have enclosed a copy of the resource guide draft that emerged out of the conference. If you can think of any other individuals or programs that are contributing to educational improvement in any of our four subject areas (the parent's role, early childhood education, postgraduate teacher development and preparing students for the changing job market), please let us know. We have enclosed a form which you can return to us with any additional information.

We have also enclosed a list of participants in the conference, which you might find useful in the future. Also, please keep in mind that copies of our "MAKING THE GRADE" programs will be available for classroom and other educational purposes. We hope you take advantage of this service by calling CAUCUS: New Jersey at (201) 648-5376.

Once again, thank you very much for your assistance and participation. We look forward to working with you in the future.

Sincerely,



Steve Aduabato  
Producer/Anchor



Jo Ann Dow, PSE&G  
Educational Services Manager

Funding for "MAKING THE GRADE: Education That Works" has been provided by a grant from

The power is in your hands.





# Wells named SHSAC chair

**Mary Wells**, executive director of Family Service of Burlington County, has been appointed chairperson of the State Human Services Advisory Council (SHSAC) by Human Services Commissioner Alan J. Gibbs.

Wells, of Moorestown, Burlington County officially took over as head of the council on February 1.

"I'm delighted with the appointment," Wells said. "I'm deeply committed to the community government partnership—which is what the Human Services Advisory Council is all about."

"Mary is a top-notch professional," Gibbs said. "She knows the department, the issues and the budget process. She has an outstanding background in the human services field. I'm looking forward to working with her."

The 99-member council "advises the department on policy, planning and implementation of services. Members are formally appointed by Commissioner Gibbs and their terms vary in length from one to three years. Terms are effective immediately.

Wells has a long career in the human services field. In addition to heading Family Service since 1978, she has chaired the New Jersey State Mental Health Advisory Committee. She has also been a member of the State Human Services Advisory Council.

see Wells, page 2



Mary Wells

## Mary Wells

Continued from page 1

ed as well as a member as executive committee since 1983.

Wells succeeds Louis Paparozzi, who commingled this year after chairing the council for two and a half years. Paparozzi, director of the Monmouth County Board of Social Services, will remain a council member.

Paparozzi said in his resignation letter that increased demands on his time in his post in Monmouth made it impossible to remain HSAC chairperson.

"My decision was reached after much thought and, frankly, with some regret since I believe we have achieved significant advances in the role and functioning of the council in recent years," he said in a resignation letter to Commissioner Gibbs.

"It was very refreshing to work with an administration and a commissioner that open and that specific about the budget process," Paparozzi said.

The State HSAC consists of at-large members, members of division constituent groups — which advise the department's divisions on the specific issues and problems facing people served by those divisions—and directors of county human services departments. Also on the state HSAC are representatives from the 21 county HSACs, which work under contract with the department to develop plans for county social services and help allocate federal and state human services funds.





ASSOCIATION FOR  
CHILDREN OF NEW JERSEY

**ACNJ**

Main Office  
35 Halsey Street, Newark, NJ 07102  
201/643 3876 FAX 201/643 9153

Southern Regional Office  
PO Box 634 Belmar, NJ 08009 0634  
609/854 2661

**RECEIVED AUG - 9 1991**

August 6, 1991

Hilda Rosario, Executive Director  
Aspira, Inc.  
190 Broad Street  
Newark, New Jersey 07104

Dear Ms. Rosario,

Thank you for agreeing to participate in the Association for Children of New Jersey's fall advocacy conference.

Your workshop is entitled "Beyond the Bake Sale: Programs that Involve Parents in the Schools." The other panelists will be Arlene Chasek, Family Science / Family Math and Gambi White-Tenant, a parent from the Rand Family Magnet in Montclair. The workshop will be moderated by Susan Wilson, Coordinator of the New Jersey Network for Family Life Education.


The purpose of the workshop is to highlight special programs that involve parents directly in the schools or assist them in working with their children in the academic area. Each of you will have 15-20 minutes to describe your program. About 30 minutes will be left at the end for questions from the audience.

The conference will be held on October 18, 1991 at the Hyatt Regency Princeton, Route 1 South at Alexander Road. Your workshop is scheduled to begin at 1:30 P.M. and end at 3 P.M. You are welcome to attend the entire conference as our guest.

As part of the conference materials, we plan to highlight the model programs featured at the workshops by compiling a booklet to be given to all the conference attendees. I would appreciate receiving a one-page description of your program, including the name, address, county, phone number and the name of a contact person, for inclusion in the conference booklet. It would be helpful to receive this as soon as possible.

I will contact you in September to further discuss the workshop. Again, thank you for agreeing to participate in what we hope will be an exciting and informative day.

Sincerely,

  
Cecilia Zalkind  
Assistant Director

The Hispanic Women's Task Force of New Jersey  
*presents this certificate to*

*Hilda Rosario*

*for your contributions and leadership in the field of*

*• Non-Profit Sector •*

October 17, 1991  
Newark, New Jersey

  
Dr. Gloria Bonilla-Santiago  
Chairperson

# AFTERNOON WORKSHOPS

## Models of Comprehensive Programs

- 1. Creating Change: Community Problem-Solving**  
Advocacy training by simulation. Overcome the obstacles to a solution for your problem by learning to develop a common language and implement a strategy for change.

**Facilitator:**

*Herb Green*

*Executive Director, Public Education Institute, New Brunswick*

- 2. The Schoolhouse: Your One-Stop Shopping Headquarters**

Models for collaborative programming in schools where a range of services -- from health to employment, tutoring to counseling -- is available for students.

**Moderator/Panelist:**

*Ed Tetelman*

*Director, Legal and Regulatory Affairs, NJ Department of Human Services*

**Panelists:**

*Julia Miller*

*Director, Cities in Schools, Inc., Newark*

*Roberta Knowlton*

*Director, NJ School Based Youth Services Program, Trenton*

- 3. Another View: A Look at Alternative Education**  
Alternatives to traditional academic education. Five model programs uniquely designed to re-engage youth will be presented.

**Moderator:**

*Tom Fishbein*

*Program Coordinator, NJ Department of Education*

**Panelists:**

*John Doherty*

*President, Alternative Education Association of NJ, Toms River*

*John Kellmayer*

*Principal, Atlantic County Alternative High School*

*Evelyn Lewis*

*School Administrator, High School Redirection, Newark*

*Frank Loughlin*

*Project Coordinator, Project Excel, Washington (NJ)*

- 4. Beyond the Bake Sale**

Programs that involve parents in the schools.

**Moderator:**

*Susan Wilson*

*Executive Coordinator, NJ Network for Family Life Education, New Brunswick*

**Panelists:**

*Arlene Chasek*

*Director of Special Projects, Consortium for Educational Equity, New Brunswick*

*Marta Rosano*

*Executive Director, Aspira Inc. of NJ, Newark*

*Gambi White-Tenant*

*Parent, Rand Family Magnet School, Montclair*

- 5. We Really Are the World**

Multi-cultural and cooperative learning model programs can change attitudes and relieve racial and ethnic tensions.

Teaching us to understand and value each other.

**Moderator:**

*Ana Maria Schuhman*

*Dean, Dean's School of Education, Kean College*

**Panelists:**

*Suzanne Gangel*

*Principal, Eastern High School, Voorhees*

*Jim Robinson*

*Director of Human Relations (ret), Carteret Public Schools*

*Odete Silva*

*Assistant Superintendent, Irvington Board of Education*

- 6. What's a Kid To Do?**

Innovative programs using community and municipal resources that provide structured and unstructured activities to meet the social and academic needs of teenagers.

**Moderator:**

*Karen Kasick*

*Community Service Planner, NJ Department of Human Services*

**Panelists:**

*Barbara Bell*

*Director, Boys and Girls Clubs of Newark*

*Jacquie Geddes*

*Director, Just Kids, Archway Programs, Alco*

*Mary Ellen Mess*

*Project Coordinator, Teen Powerhouse, Newark*

*Joyce Williams*

*Director, YWCA of Greater Camden*

- 7. Getting Down to Business: Corporate Partnerships that Work**

Whether the focus is management assistance, mentoring or teacher training, true collaborative efforts have benefits for both education and business. Find out how successful programs have mastered the art of give and take.

**Moderator:**

*Aleta You Mastney*

*Program Director, Consortium for Educational Equity, New Brunswick*

**Panelists:**

*Vivian Beale*

*Manager, Department of Community Affairs, Hoffmann-LaRoche Inc., Nutley*

*Dana Egreczy*

*Executive Director, Somerset County Business-Education Partnership*

*Leonard Fitts*

*Superintendent, Penns Grove-Carneys Point Public Schools*

*Ira Resnick*

*Urban Communities Support Project, Rutgers University*

THE NEWARK PUBLIC LIBRARY and  
ASPIRA OF NEW JERSEY, INC. present

**TRACING THE ROOTS:  
UNMASKING THE SPIRIT THROUGH  
MUSIC AND DANCE**

a multi-media presentation of Latino culture  
as expressed by music and dance

Speaker

**WILLIAM SANCHEZ**

producer of WNJN's *Images/Imágenes*

Featuring the **ASPIRA Latin Roots  
Dance Troupe**

**Saturday, May 30, 1992**

Fourth Floor Auditorium • 2:00PM • Free Admission

*Bilingual (English/Spanish) Program*

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